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Equality and Human Rights

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Equality

Dr Sharif Haider



Pop quiz

In my name Sheikh and Mohammad

How many applications do I need to submit to get a positive response compared to the same identical CV of my friend David who is of white British origin?

Fill in the blanks

Over ... employees in the UK feel they've been discriminated against on the grounds of their gender.

- i) 7.8 million
- ii) 8 million
- iii) 8.2 million

Fill in the blanks

- Disabled workers paid ... less than non-disabled counterparts.

- i) 5%.
- ii) 7%.
- iii) 12%

How much do you think discrimination in the workplace costs the UK economy

- i) 102 bn
- ii) 115 bn
- iii) 127 bn

Workplace
discrimination
costs UK



NHS staff experiencing discrimination

15% of staff from the black minority ethnic group said they had experienced discrimination to work compared to 7% staff who are white.

More than Fifty Years of Legislation

- The Race Relations Act 1965, amended 1968, extended in 1976, amended again in 2000.
- The Equal Pay Act 1970.
- The Sex Discrimination Act 1975.
- The Disability Discrimination Act 1995.
- The Employment Equality Regulations (religion or belief) 2003.
- The Employment Equality Regulations (sexual orientation) 2003.
- The Employment Equality Regulations (age) 2006.
- The Racial and Religious Hatred Act 2006.
- Human Rights Act 1998.
- **The Equality Act 2010.**



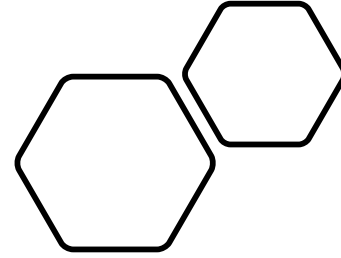
Recent Studies

- Recent field experiment (Centre for Social Investigation, Nuffield College, Oxford) concluded **'no change ...'**

The same pattern found in 1967 persists. For some minority ethnic groups it actually increased -

Applicants with Pakistani names had to make 1.5 times as many applications as a white British applicant.

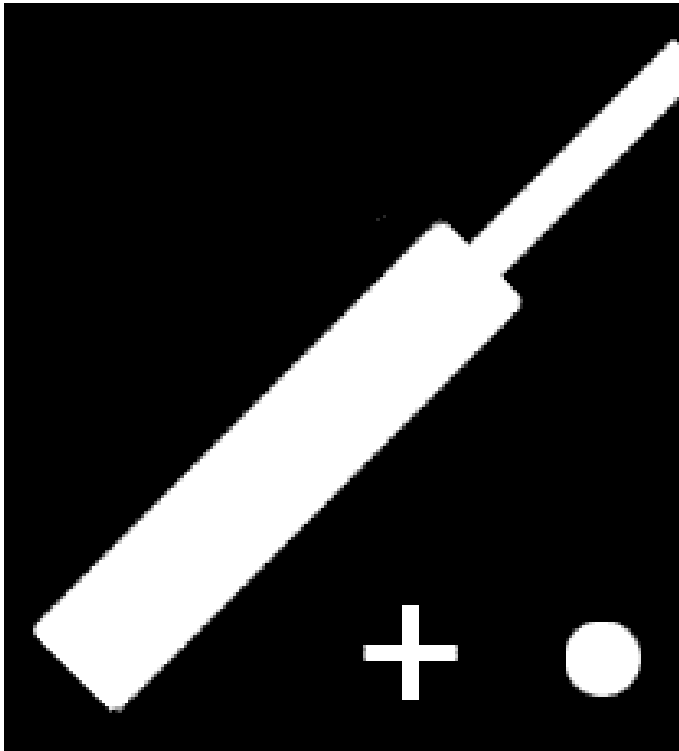
What's going on?



Unconscious bias

- It is undeniable and neurologically unstoppable.
- It is subtle.
- It is normal.
- It operates at the subconscious level.
- It runs contrary to our conscious beliefs.
- It establishes rapid and automatic mental association.

Let's take a test



- A bat and a ball cost £1.10 between them.
- The bat costs £1 more than the ball.

How much does the ball cost?

Answers

- Most people answer 10p.
- This puzzle appears in a book by the behavioural economist Daniel Kahneman's called "Thinking, Fast and Slow". (The only difference is that the problem Kahneman describes is in US dollars instead of UK pounds.)
- According to Kahneman, more than **50% of students at the top US universities (Harvard, MIT and Princeton) get this problem wrong**. At less prestigious universities the number of students who gave the wrong answer was more than 80%.
- The correct answer is 5p.
- If the ball cost 10p and the bat cost £1 more, the bat would cost £1.10, making the total cost £1.10 + £0.10 = £1.20.

Unconscious Bias and Neuro Science

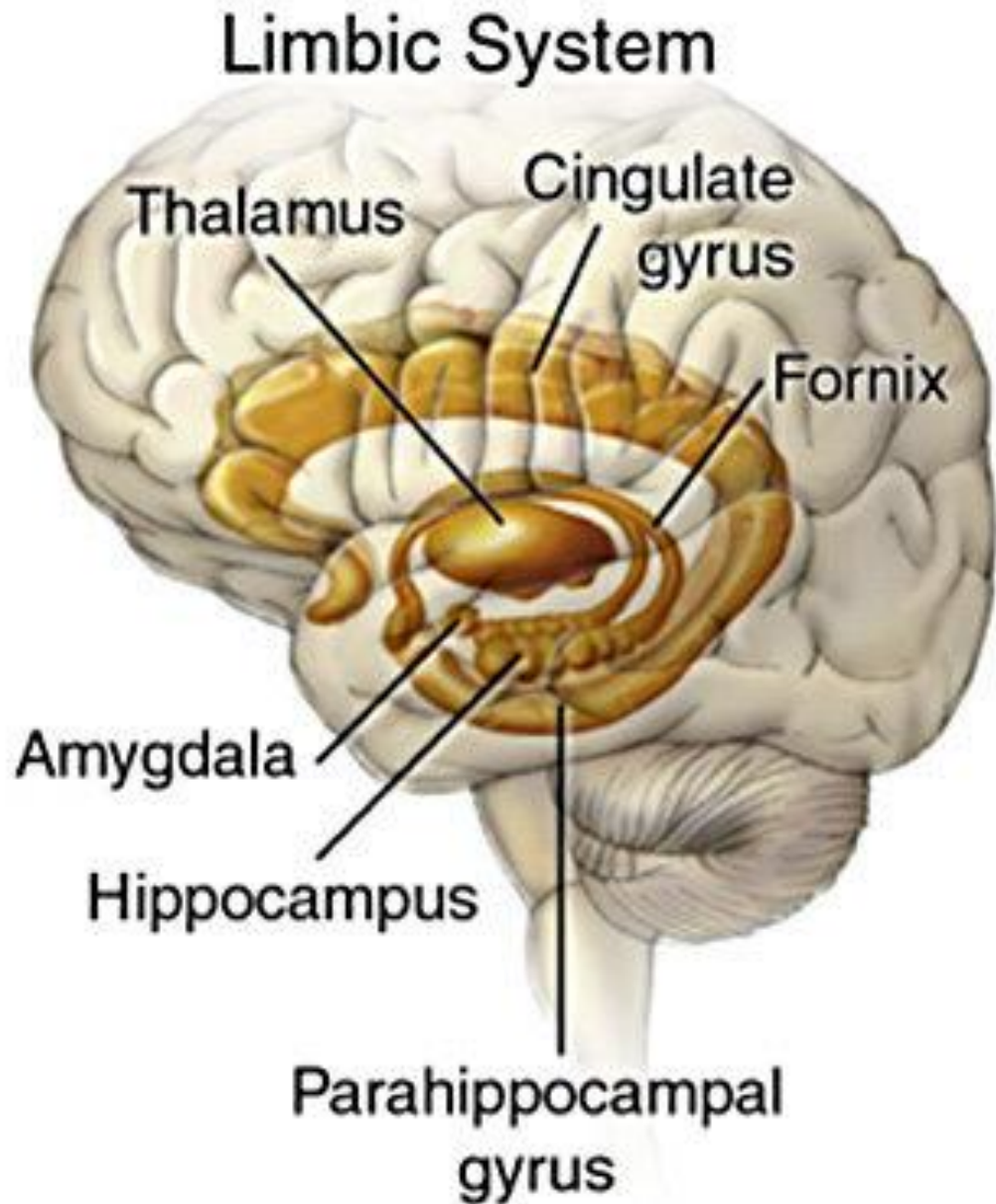
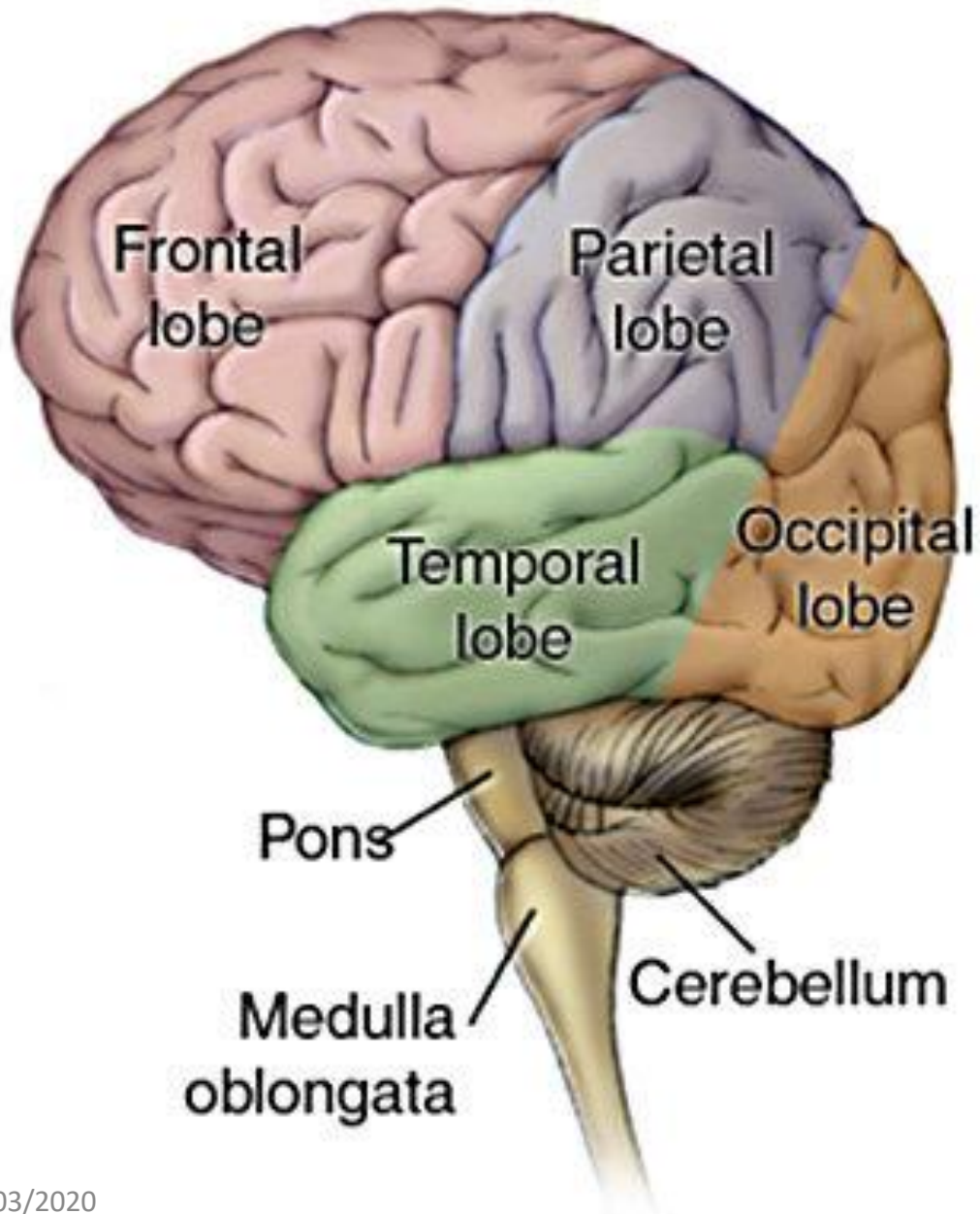
11 million bits
of information
per second.

40 bits of
information we
can process.

7 of them we
can remember.

....99.999996%
unconscious.

Make 1000
decisions a day.



Discriminatory Brain



Process vast
amount of data.



Take the
shortcuts.



Instantons
decisions.



....Snag is
...Mostly Wrong

Unconscious Bias and Neuro Science

Personal Background.
Upbringing.
Education.
Experiences.
Culture.

- Don't have time, so
- Rely on stereotype..

- Pregnant women are forgetful.
- Older workers aren't good with technology.
 - Men can't multitask
 - Asians are good at maths
 - Fat people lack discipline.
- Women aren't suited to manual work
- Good looking people are more successful.
- Young people don't like being told what to do.

Discriminatory
Brain

“In Group” –
Friends
“Like me”

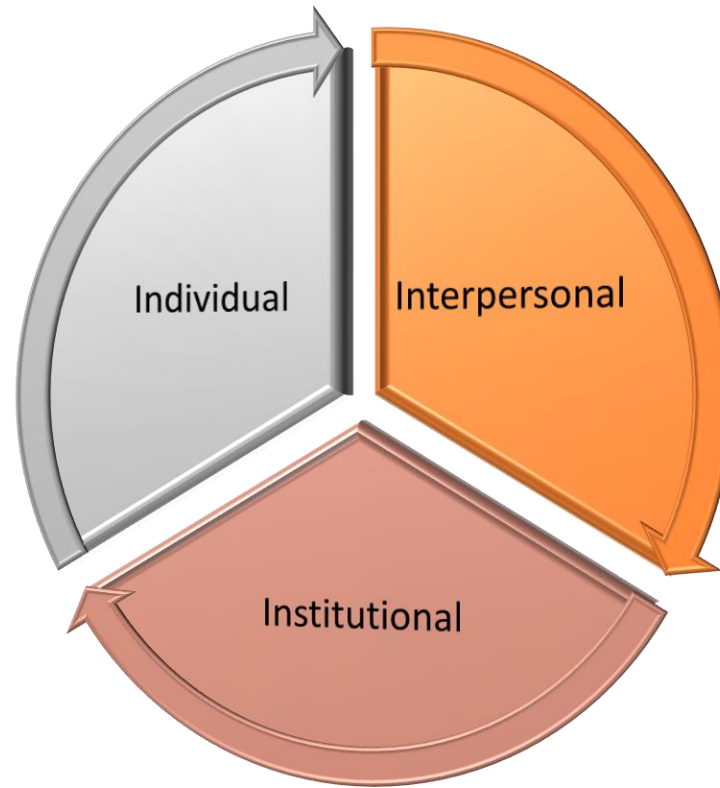
‘Out – Group’ –
Foe
“Not like me”

Your Unconscious Bias

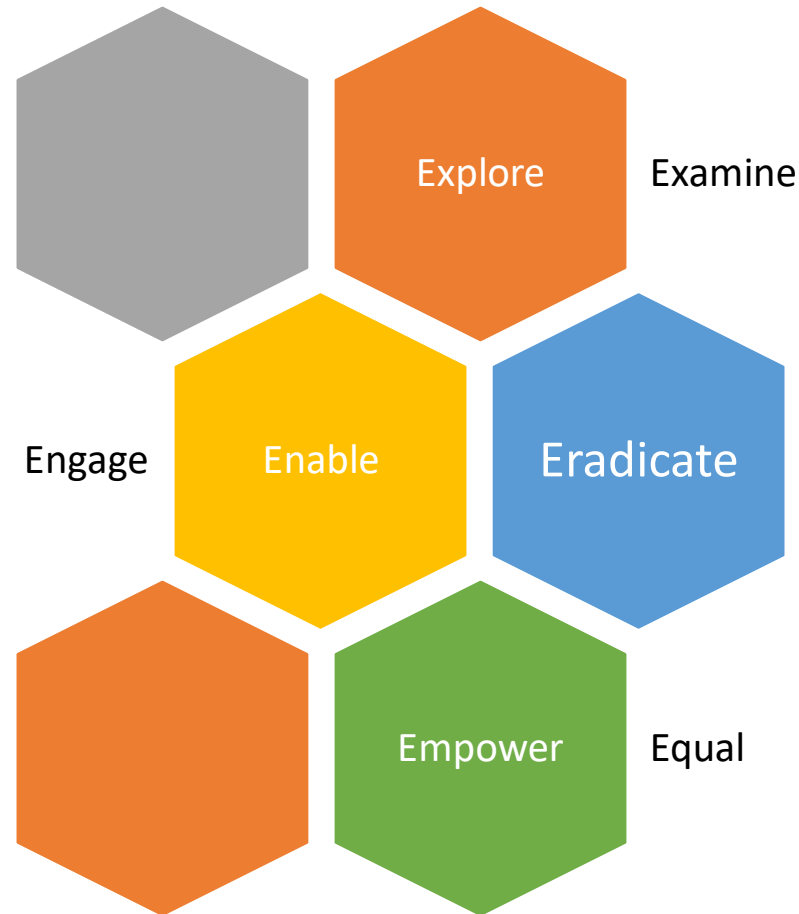
- You can take a test to measure your unconscious bias
 - Implicit-Association Test (IAT)

Project Implicit
(<https://implicit.harvard.edu/implicit/>)

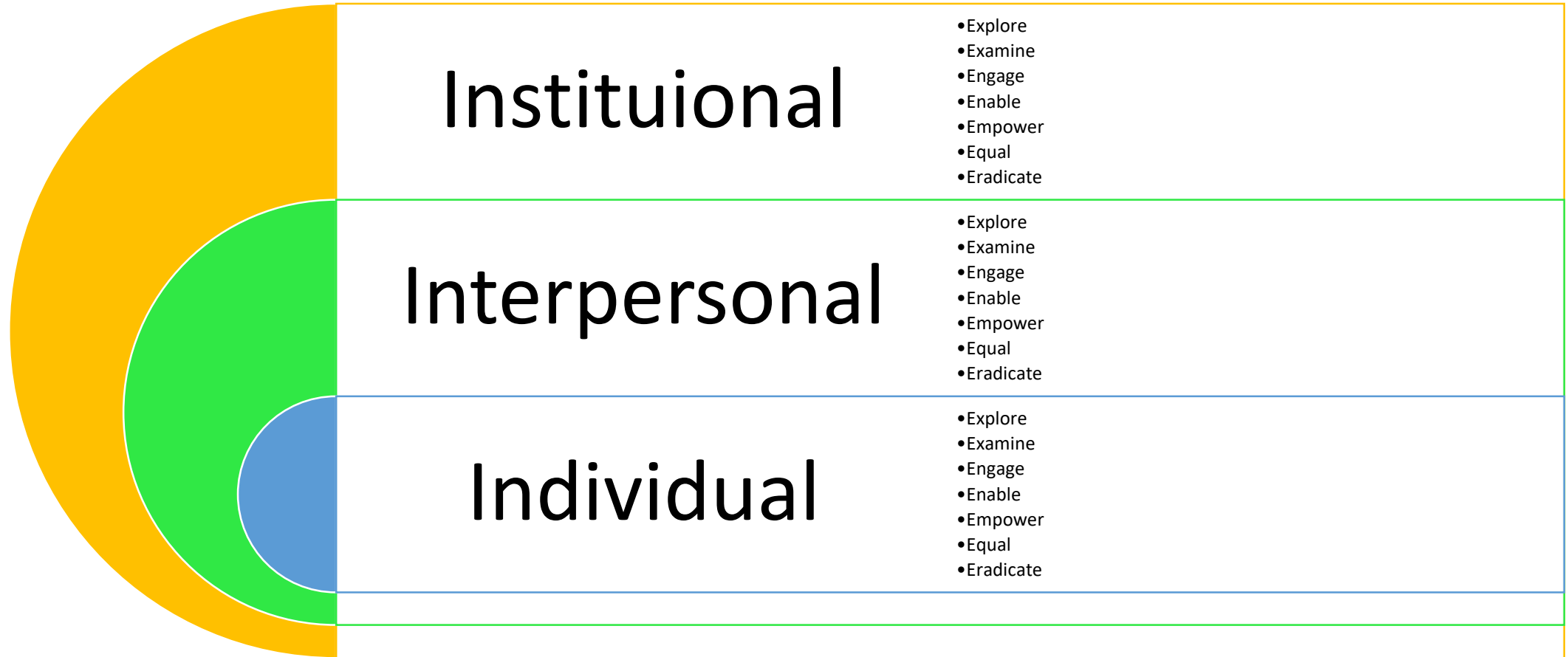
Good Intention Aren't Enough - 3Is



Good Intention Aren't Enough - 7Es




Good Intention Aren't Enough





Checklist

- Retrain your brain.
 - Anticipate bias.
 - Actively doubt your objectivity.
 - Be mindful of snap judgements.
 - Expose yourself to counter-stereotypical models and images.
 - Oppose your stereotyped thinking.
 - Look for counter-stereotypes.
 - Relax and slowdown decision-making.
 - Build empathy
 - Be accountable.
- 

Any Questions

